

JAMES E. NASH, ARBITRATOR

**Email:** [jimnash@cox.net](mailto:jimnash@cox.net)

**Present Occupation:** Arbitrator

**First Business Address**

J. E. (Jim) Nash, Arbitrator  
1410 Childs Rd. East  
Bellevue, NE 68005-4419  
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**PROFESSIONAL AFFILIATIONS:**

National Association of Railroad Referees (NARR)  
American Arbitration Association (AAA)  
Better Business Bureau - Arbitrators (BBB)  
Federal Mediation and Conciliation Service (FMCS)  
National Mediation Board (NMB)  
National Association of Securities Distributors (NASD)

**EDUCATION:**

MA Social Psychology            University of Nebraska @ Omaha  
BA Social Psychology            University of Nebraska @ Omaha

**CERTIFICATIONS:**

Arbitrator NASD        Nebraska 2005  
Arbitrator NMB        Nebraska 2001  
Arbitrator BBB        Nebraska 2001  
George Meany Academy  
for Labor Officials    Maryland 1988  
EEO/Affirm. Act. Law       Nebraska 1980

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

**2001 – Present:** Arbitrator. Arbitrate labor/management disputes (see industries and issues below) as well as consumer/business disputes in automobile and securities industries. From **1997 to 2001:** As Asst. Dir. Lab. Rel., I served as highest officer of appeal for labor disputes at U.P.R.R. prior to retirement in 2001. I was responsible for preparing briefs and advocating in Carrier's behalf in arbitration. From **1986 to 1997**, I served as union official for Brotherhood of Airline & Railway Clerks (BRAC), where I prepared briefs and advocated in behalf of employees in arbitration. From **1972 to 1986**, I served as Human Resource Manager – in the field and at headquarters – where I interviewed and hired union and management employees; interpreted and implemented labor contracts and employment laws for 13 railroad unions in three states.

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**INDUSTRIES:**

Railroad; automobile, securities.

**ISSUES:**

Affirmative action; absenteeism; bargaining unit work; conduct; demotion, discipline (discharge and non discharge); discrimination; age; disability; race; sex; religion; national Origin; drug/alcohol offenses; fringe benefits; bonus; holidays; insurance; leave, vacation; health/hospitalization; hiring practices; job performance, job posting/bidding; jurisdictional disputes; layoffs/bumping/recall; management rights; past practice; promotion; safety health/conditions; seniority; sexual harassment; strikes; lockouts; work stoppages; slowdowns; subcontracting/contracting out; union security; wages:Cost-of-living-pay; holiday pay; incentive pay; job classification and rates; merit pay; vacation pay; work hours/schedules/assignments; overtime pay; severance pay; working conditions/work orders; violence or threats.

**PERMANENT PANELS:**

PLB 6583; PLB 6833; PLB 6558; PLB 6666; PLB 6589; PLB 6658, Better Business Bureau, NASD, and others.

**ARBITRATION ROSTERS:**

National Mediation Board	National Assoc. of Securities Distributors
National Assoc. of Railroad Referees	American Arbitration Association
Better Business Bureau - Arbitrators (BBB)	Federal Mediation and Conciliation Service

**FEES:**

**PER DIEM FEE:** \$ 800.00

**CANCELLATION FEE:** (See below)

**Grievance Arbitration:** The fee is \$800.00 per day for hearing, and for research and preparation of the opinion and award. A hearing is any portion of a day up to seven (7) hours. Time for research and preparation is prorated, with any time over (4) hours constituting a day.

**Cancellation Policy:** If the scheduled hearing is postponed or cancelled with notice of less than thirty (30) calendar days, the per diem fee for each day of hearing scheduled shall be charged if another matter cannot be set in its place. For hearings scheduled for three (3) days or more, a notice period of forty-five (45) business days will apply.

**Fact Finding:** Arbitrator charges \$800.00 per day (for up to 7 hours). Time for research and preparation is prorated at \$115.00 per hour.

**Travel Time:** Arbitrator charges per diem fee for any portion of a travel day up to seven (7) hours. Fee is prorated for travel time over seven (7) hours for one day at \$115.00 per hour. Travel time is not charged for grievance arbitrations held in Omaha/Bellevue, NE area. Travel time for fact finding is based on the per diem charges for those activities. Travel time is computed on a portal-to-portal basis.

